# WorkKeys Workplace Observation Assessment Outline

#### Levels of Difficulty

#### Level 1 - Following the Observed

- · Maintain focus on a short demonstration, process, pattern, or procedure
- Repeat a short, straightforward demonstration, process, pattern, or procedure
- Recognize an incorrect or missing step

#### Level 2 - Interpreting the Observed

- Recognize cause and effect in a straightforward demonstration, process, pattern, or procedure
- Identify the correct course of action to take given a single condition
- · Filter out obvious distractions

#### Level 3 - Synthesizing the Observed

- · Process information from a more complex procedure or process
- Distinguish steps that seem familiar but are different based on varying factors
- Apply information to a similar situation

#### Level 4 - Analyzing the Observed

- Make inferences from a demonstrated process or procedure
- · Deduce from a partial or non-explicit pattern, process, or procedure
- · Decide which conditions apply to a new situation
- · Determine general principles underlying a condition, process, or procedure
- Apply complicated instructions to new situations

#### Level 5 - Evaluating the Observed

- · Evaluate whether something is a distraction
- Judge the best course of action in a context where information is not complete
- Make predictions and test hypotheses
- Consider the implications of a process or procedure
- Prioritize and apply principles to reach a desired outcome

Time limit: 55 minutes
Total items: 35
Question format: Multiple-choice
Exam delivery: Online

## **Answers For Workplace Observation Test**

**S Ashworth** 

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